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Web site: <http://www.lni.wa.gov/TradesLicensing/Apprenticeship/default.asp>

DATE: April 11, 2005

TO: Washington State Apprenticeship and Training Council Members
Labor and Industries' Apprenticeship Coordinators
Washington State Apprenticeship Training Directors/Coordinators
Interested Apprenticeship Stakeholders

FROM: Nancy J. Mason, Apprenticeship Program Manager

SUBJECT: **QUARTERLY REPORT FOR THIRD (FY) QUARTER 2005 (Jan - Mar 2005)**

There were **12,230** active apprentices for the 12-month time period ending March 31, 2005 of which **2,043** were women and **2,496** were minority.

For the time period January 01 - March 31, 2005:

- **108** individuals received completion certificates;
- **550** individuals were registered;
- **1** committees was registered with a total of **1** occupations;
- **0** programs were registered with a total of **0** occupations; and
- **0** occupations were added to **0** existing program.

As of March 31, 2005 there are:

- **240** registered programs, of which there are:
 - **35** plant programs;
 - **1** OJT program;
 - **107** Group-Joint programs;
 - **67** Individual-Joint programs;
 - **17** Group Non-Joint Programs;
 - **12** Individual Non-Joint programs; and
 - **1** Individual Waiver program

If you break this out to one program equals "1 occupation with one committee" then there are currently **595** individual programs.

161 Training agents were added during the quarter.

General Apprenticeship Activities:

The following committees/programs/occupations were approved at the January 2005 WSATC quarterly meeting.

Puget Sound Energy/UA Local 32 Gas Operations Apprenticeship Committee	Heating & Ventilation Technician (Natural Gas Only)	New Committee
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2004 Affirmative Action/Compliance Reviews

L&I Apprenticeship Coordinators have started on the 2004 Affirmative Action/Compliance Reviews. As of March 31, 2005, 33 compliance reviews have been received at Central Office. There are 253 programs on the to-be-reviewed list. This also includes about 20-25 programs based in Oregon.

Temporary Help at Central Office:

We would like to extend a Special Thanks to Janice Stavee, who has been on a temporary rotation assignment in the Apprenticeship Office from February 14 - March 31, 2005. She has been filling in for Shawna Benitez who is out on extended leave. She has done a great job of learning ARTS in a short time and has been of great assistance in working with the Form 21's and the RSI/OJT hours.

Governor Gregoire signs Apprenticeship Utilization Bill:

(Source: The Olympian Newspaper, February 25, 2005, Brad Shannon)

The new governor's first bill to be signed is in support of apprenticeship.



Nancy Mason, Apprenticeship Program Manager, and other officials, at the signing of the Apprenticeship Utilization Bill.

Excerpts from article: For Gregoire, in office just over six weeks, the signing of a bill to assist apprenticeships in the construction trades was a milestone that made the reality of being governor of Washington a bit more real, she said.

"The inauguration was one thing," Gregoire said after the signing of Senate Bill 5097, setting requirements for apprenticeship hiring on public works projects. "But to sign a bill is a whole different (thing). It means I'm going to call my girls."

And, Gregoire added, she would tell her college-age daughters that the first two bills she signed had to do with education or giving better opportunities for youths. The second bill, Senate Bill 5151, authorized the transfer of Tacoma-area parks property to The Salvation Army for creation of a recreation complex for youths.

The importance of the two bills was open for debate -- given the state's problems with health care, possible budget cuts and jobs.

But Gregoire's action on apprenticeships drew praise from the Washington State Labor Council and the state building and trades council -- as well as recently discharged soldier James Mertel of Lacey, who served in the Stryker Brigade at Fort Lewis and now is gearing up for a career as a heavy equipment operator, or operating engineer.

"It's my next career for the rest of my life," Mertel, who is married with a child, said of his hope of starting an apprenticeship soon. "So it's definitely a big deal."

But Republican lawmakers like Rep. Cary Condotta of East Wenatchee were skeptical. An executive order several years ago from former Gov. Gary Locke required a similar 15 percent set-aside of project hours for apprenticeships, yet it failed to lead to an increase in actual apprenticeship programs, Condotta said. Most apprenticeships went to union companies, squeezing out nonunion employers, he added.

There are about 12,000 apprentices in training programs in 15 different crafts in Washington -- from steelworkers to pipefitters, carpenters, electricians and operating engineers, said Randy Loomans of the Washington State Labor Council. Pay averages \$50,000 a year for those who become journey-level craftspeople, and they earn enough that they do not become burdens to the state, she said.

Nationwide, there is a need for about 185,000 more craftsmen each year, said Dave Johnson of the state building trades council.

Employment Security Department re-directs their Apprenticeship Web Site:

Employment Services Department turned redirected their Apprentices web site link to the L&I "How To Become An Apprentice" web page.

The link is as follows:

<http://APPRENTICESHIP.WA.GOV>

The ESD web site was originally created several years ago before L&I had the capability to put the apprenticeship information on-line. The site had about 20-30 of the over 200 apprenticeship programs listed on it and allowed for individuals to request information about a program via email to the program.

INTERNET Link for ARTS:

A link for the **Apprenticeship Registration and Tracking System (ARTS)** public web site was created in March 2005. The link takes you to the home page for the ARTS application.

The link is as follows:

<http://www.ARTS.LNI.wa.gov>

Grant Training Class:

On January 18, 2005, Heather Fredricks and Beth Arman conducted a Basic Grant Writing workshop for approximately 54 individuals of the 75 who had signed up for the class. The workshop was designed to give individuals basic knowledge of grant writing and sources of additional help if needed. The class was well received and there have been several requests since then for the handouts from class and the possibility of a class in Eastern Washington.

GAO Study of Labor's Apprenticeship in the Construction Trades:

On March 22 -23, 2005, 3 individuals, Scott Heacock, Robert J Aiken, and Kathleen D White; Thurman, Michael R (LNI) from the GAO visited to do a study of apprenticeship training programs in the construction industry, which has been mandated by Congress. A major part of this study will look at the extent and usefulness of federal and state oversight of apprenticeship programs. Another part will look at the demographics (i.e., completions, cancellations, durations, and wage rates) of apprentices in joint and non-joint programs in the construction industry.

The individuals visited our office and several programs on March 22-23, 2005 to get a better understanding of the organization and structure of programs and how we monitor and oversee them. They also wanted to obtain our views about potential differences in joint vs. non-joint programs, use of Workforce Investment Act funds to support "new"/"established" apprenticeships, and your staffing levels. Finally, they interviewed several of your apprenticeship training representatives about their role and experiences with monitoring programs.

ARTS Training for Region 3:

ON March 17, 2005, Michael Thurman gave training on the Apprenticeship Registration and Tracking System (ARTS) to Steve Hagoski (Regional Supervisor) and Alan Paja (Insurance Consultation Manager). The training was at their request and was a general overview of ARTS and how to do queries and reports.

Highlights from Registered Apprenticeship Programs and Organizations related to Apprenticeship:

Renton Technical College Activities:

(Source - Beth M. Arman, Dean, Trade & Industry and Apprenticeship)

- Renton Technical College now has an articulation agreement with City University, so that graduates with an Associate of Applied Science degree in Multi-Occupational Trades can use the degree towards the first two years of a Bachelor of Science degree in Business Administration.
- James B. Potter, a Boeing machinist, will receive an Associate of Applied Science degree in Multi-Occupational Trades from Renton Technical College at the March 31st graduation ceremony.
- Twenty-four people recently graduated from the Job Skills for Trade & Industry program, an apprenticeship preparation program, at Renton Technical College. Graduates have been accepted into the Plumbers, Painters, and Cement Masons apprenticeship programs, as well as jobs with private contractors.
- Seattle Jobs Initiative, which manages the Rainier Community Development Fund, has awarded a grant to a coalition involving Renton Technical College, Center for Career Alternatives, and several other community-based organizations in Seattle's Rainier Valley. The grant is for training and apprenticeship/job placement of Rainier Valley residents, so they can work on Sound Transit and other construction projects in the region.
- Renton Technical College has a new newsletter, "Get Connected: A Renton Technical College publication...written by students for students." The most recent issue features two women in the Welding program. One, Rhonda Kidwell, wrote, "I went into the trades because I like working with my hands and in the outdoors. I want to be able to look at a building and say that I helped put that together and be proud of it. My goal is to get into an apprenticeship and to become a journeywoman pipe fitter."

Western Washington Sheet Metal JATC:

(Source: Jody Robbins, Education Coordinator, Western WA Sheet Metal JATC)

The program held a local apprenticeship contest for 2nd, 3rd, & 4th year Sheet Metal Worker apprentices in January, 2005. The winners from each facility (Kirkland and Lacey) went on to the regional level (held in Boise, ID) where they competed against apprentices from two provinces in Canada, Alaska, Idaho, Oregon and Eastern Washington. The local Kirkland center winners are as follows: 2nd Year – Eric Dickey; 3rd Year – Vaughn White; 4th Year – Jesse Efaw. The Local Lacey Center winners are as follows: 2nd Year – Arnold Barros; 3rd Year – Brian Miller; 4th Year – Ed O'Neal. All of our apprentices represented WWSMJATC very well. Those that placed in the top 3 at regionals are as follows: 3rd Place, 3rd Year – Brian Miller; 1st Place Third Year – Vaughn White. Jesse Efaw and Ed O'Neal won 3rd and 2nd place respectively in the 4th year voluntary Auto Cad competition. Vaughn White will be

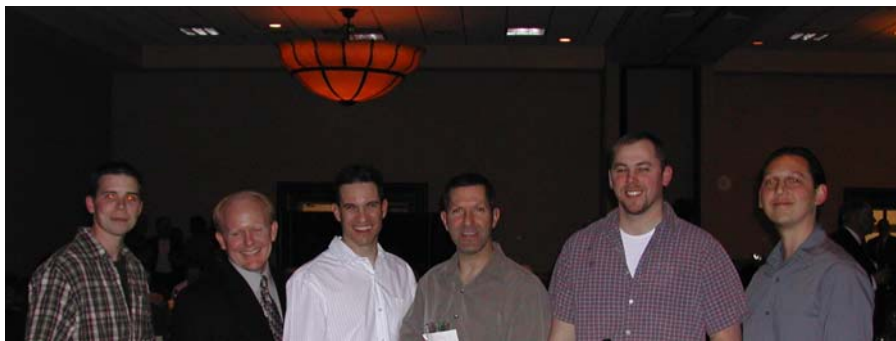
going on to the National level where he will represent our region against apprentices from 11 other regions across the United States and Canada.



Vaughn White (L) and Brian Miller (R), 1st and 3rd in 3rd yr



ACAD Winners - Ed Oneal and Jesse Efaw



2005 Regional Contest Contestants



2005 Regional Contest winner Vaughn White.



2005 Regional Contest Winner Brian Miller

Multicare Health System - Health Unit Coordinator Apprenticeship & Training Program and Multicare Health System - Health Unit Coordinator Apprenticeship & Training Program update:

(Source: Michael Ratko, SCSD, L&I)

25 Health Unit Coordinators have entered the program since its creation, but a CT/MRI apprenticeship program has also been developed with Multicare. The CT/MR program has graduated two individuals one CT and one MRI, and a new class of 2 is scheduled for April 2005.

The bottom line from the employer's perspective in regards to these programs is that they are "phenomenal" and there is no plan to "go back to the old way of training". Multicare is extremely satisfied with the apprenticeship programs they have developed as it develops an employee that is trained in the "Multicare way" with Multicare people and processes. They also feel the program builds a great bond between the employer and employee as both demonstrate commitment to the program and one another.

The only complaints from Multicare and the apprentices is that the program requires too much paperwork and reporting. This is a common theme and we are searching for solutions to minimize the administrative burdens associated with apprenticeship in general. While some apprentices have actually opted to quit the program due to the burden of tracking their hours, Multicare is committed to working to make the process better to keep apprentices enrolled - as they see the value in the program.

5 more apprentices in the Health Unit Coordinator program will begin in April 2005 (this is the 5th class!) and we are assuming another 5 will begin later in the 2005 when the 6th class gets up and running.

The Health Unit Coordinator apprenticeship program standard was submitted and received federal approval.

WA State Parks & Recreation Commission/WA Public Employees Assoc. JATC:

(Source: Sherri Clark, State Parks HR)

The State Parks program has finally hired all five Apprentice - Construction and Maintenance Project Specialist positions. The program hired three females and two males.

Boeing/IAM apprentice grads celebrate excellence:

(Source: Gina Ames, Coordinator)

Five years after embarking on her apprenticeship, Carol Budrow shared the secret that she and her twelve fellow 2004 Boeing/IAM Apprenticeship graduates in the Puget Sound now know well.

“There’s no easy way to excellence,” Budrow told guests at the celebration that included prize giving and dinner at the Museum of Flight in Seattle on March 4. Staying the course meant accepting that there’s “no magic wand that can produce a trained and disciplined mind without the hard discipline of learning,” she said. Budrow and fellow class spokesperson Kevin Pelky thanked their instructors and all the co-workers that had passed on their valuable experience. “Boeing is one of the very few companies that let you be anything you want to be, pays for your education, and hands you a paycheck to support your family,” said Budrow. “I am so proud to represent Boeing, the Machinist Union, and most of all, the Apprenticeship Program. It has changed my whole life.”

Duane Mero won the Arnie Durall Achievement Award for high standards of excellence in apprenticeship in a class that also saw Hal Fitzgerald become the 1,000th apprentice in a program that has been graduating students since 1941. Guest speaker at the celebration was Tom Buffenbarger, international president of the International Association of Machinists and Aerospace Workers, and other speakers included Mark Blondin, president of IAM and AW District Lodge 751, and Ross Bogue, vice president and general manager, Boeing Fabrication Division.

2004 graduates included Machine Tool Maintenance Mechanics Herb Diaz and Thomas Morris, NC Spar Mill Operator David Miller and Industrial Electronic Maintenance Technicians Dennis Bolestridge, Carol Budrow, Hal Fitzgerald, Nam Ha, Eric Knight, Terry Leonard, Duane Mero, Kevin Pelky, Duane Roberts and Clinton `CJ` Saville.



Photo Caption: *“Boeing is one of the very few companies that lets you be what you want to be,” says Carol Budrow, class spokesperson at the 2004 Puget Sound Boeing/IAM Apprentice graduating class celebration at the Museum of Flight.*



Photo Caption: *The 2004 graduate apprentices are, back L-R: Clinton `CJ' Saville, Eric Knight, Terry Leonard, Kevin Pelky, David Miller and Duane Roberts. Front, L-R: Duane Mero, Tom Morris, Hal Fitzgerald, Carol Budrow, Nam Ha and Herb Diaz. Dennis Bolestridge also graduated.*

GROUND FLOOR at the Pierce County Construction Partnership activities:
(Source: March 2005 Newsletter)

- Youth Workforce Development Initiative Event** – On February 23, approximately 75 people attended the Youth Workforce Development Initiative Kick-Off Event. Held at the Tacoma Club, Senator Patty Murray and Congressman Adam Smith spoke, as well as Absher Construction President Dan Absher and MultiCare President/CEO Diane Cecchetti. Absher and Cecchetti addressed the needs within their respective industries in an effort to engage more peers to become involved with the Initiative. Together, this private-public partnership has raised \$63,000 and received \$56,000 in federal funds to create scholarships for students pursuing education or training in construction or healthcare as part of the Youth Workforce Development Initiative. The scholarships (In Demand Scholars Program) are now available, and students from programs such as Puyallup's ACE Academy and other similar programs are encouraged to apply. Applications are due April 15. For more information about the scholarship program, please contact Brittany Sadler at 253.404.3980.
- Pierce College Construction Management Program** – On February 25, industry partners and representatives from Pierce College, Clover Park and Bates Technical Colleges, ACE Instructor Connie Saari, and other members of the Construction Council met as another step in the planning for the construction management program at Pierce. Assisted by Michelle Andreas, industry partners were able to determine the desired outcomes for the degree program and identify some components of the curriculum. Thanks to the following construction representatives for participating: Tom Cole, Absher Construction; Al Downs, Columbia Basin College; Peter Guzman City of Tacoma LEAP Program; Neil Shaw, Merit Company; Bob Streleski, Rushforth Construction; and Jeff Tiegs, John Korsmo Construction, Inc. Colleen Vadheim (Pierce College) will be contacting industry partners to participate in future curriculum planning sessions. If you are interested in participating or would like to learn more about this program, please contact Colleen at 253.964.6529.
- Preliminary Applicants Chosen for School to Apprenticeship Program** – The applications are in for Frame Your Future and Get Electrified! More than 20 students have made it through the preliminary screening. The next step for the students is an interview with employers March 19. Employers will screen the applicants and make the final

selections. Congratulations to the students who have made it so far! If you have any questions about the School to Apprenticeship Programs, please contact Trudy Johnson at 253.404.3988.

- **Statewide Conference in May** – Save the date! The Construction Center of Excellence at Renton Technical College will be hosting a construction conference in early May. May 9 will be for people from schools, government agencies, and community-based organizations to learn more about the construction industry in order to refer clients to construction training programs and jobs. On May 10, industry professionals in all aspects of construction are invited to learn about solutions to their workforce development needs including recruitment, training, and retention of workers. In addition, through partnership with the Pierce County Workforce Development Council and funding through the state Workforce Training and Education Coordinating Board, this event has expanded to two days, as well as a third day (May 11) set aside for the staff and leadership of various construction initiatives around the state to coordinate planning. For more information about the conference, please contact Judy Amico at 425.235.2352, ext. 227.

Clark College Electrical Class - Camas Mill Tour

(Source: Georgia Pacific)



Clark College Electronic Technology students and their instructor tour the Mill to see first hand how the classroom material is applied in real world industrial applications. College instructor, Chris Lewis brought his Motor Control class to Camas for the tour after one of his students, Dan Fletcher, had shared with him how many examples existed in the Mill.

Dan is currently a 4th year Electrical apprentice in the Joint Apprenticeship Training Committee (JATC) program sponsored by G-P Camas and the AWPPW, Local 5. To meet Labor Agreement and State of Washington Apprenticeship requirements Dan must complete 8000 hours of Work Processes (OJT) and 730 hours of Related Supplemental Instruction. (Both college courses and Mill administered correspondence materials.)

The JATC is comprised of an equal number of salary and wage members who administer the program. Assisting Dan with the tour group was Mark Pierce, Electrical Maintenance Supervisor, and Gary Garrison who is a journeyman Electrician and a JATC member. Gary also serves on the Clark College Electrical Advisory Board.

A Camas Mill overview was provided by Mark Durrell to help the tour group understand the history and background of the Camas paper making process. The tour followed the paper making process thru the Mill, allowing Clark students the opportunity to view class related applications of electronics along the way, both in the

direct manufacturing of paper products and in the many support applications that are critical in the operations at Camas.

Would-be workers learn about the original four-year degree

(Source: The Chronicle, January 27, 2005, Mark Lawton)

Wednesday evening, Paige Tracy was working in front of the Laborers table at the fifth annual Apprenticeship Fair at the Lewis County Mall. As people approached, she would explain the advantages of an apprenticeship in a unionized building trade.

Tracy speaks from experience. In 2003, she was referred by WorkSource of Lewis County to the apprenticeship fair then being held at Yard Birds Mall. A Chehalis resident, she was unemployed, going through a divorce and raising five children.

Laborers Local 252 thought she was a good candidate. It sent her out for training and testing. She scored 98 out of 100. Two days later, she was working, getting paid a minimum of \$14.06 per hour plus benefits

"I raised five children on this program," said Tracy, 35.

People who are picked for apprenticeship go through training for a number of years, earning a percentage of what fully trained or journeymen employees make.

For example, an apprentice in lathing, acoustical and drywall (a division of the Carpenters Union) attends 160 hours of classroom training a year (paid for by the union) and works at the same time for a starting salary of \$14.54 per hour. Every six months, the apprentice gets a 5 to 10 percent increase in pay until he or she is earning full journeymen's wage of \$29.08 an hour.

Other building trades with tables at the fair included the cement masons, glaziers, roofers, pipe trades, masonry, operating engineers and sheet metal. "Earn while you learn," said Don McLeod of the Laborers Local 252, one of the sponsors of the Apprenticeship Fair. "Individuals who get into this program will learn life-long skills and get paid for it."

While McLeod would be happy to see more people entering the trades right out of high school, he says the average age of an apprentice is around 30. They are male and female, single and married, and from different areas. If they have anything in common, said McLeod, it is their job history. "They bounce around from one dead-end job to another for years, then go, 'There has to be something better.'" said McLeod.

John Mickensen of Winlock might understand.

"I just make minimum wage and I work part time," he said. "I'm broke now."

Mickensen would like to earn a bit more and work full time. He also likes the idea of being in a building trade.

"At the end of the day, you can see what you built," said Mickensen.

Samson Beriso - From Iron, Strength

(Source: Seattle Times - January 23, 2005, written by Paula Bock, Photographed by Harley Soltes)

After training at Seattle Vocational Institute, **23-year-old Samson Beriso decided on ironwork**; he'd heard it was the toughest of construction trades. He proved himself at "Hell Day" for Ironworkers Local No. 86, handling rebar and climbing straight up a 40-foot I-beam. Since March, he's been an apprentice with Rainier Steel on "D Deck" of Sound Transit's light-rail project. The 2,139-foot aerial superstructure, between Sixth Avenue South and Airport Way, uses 3,200 tons of rebar and will eventually support trains headed to the airport.



Q: If you were in Ethiopia instead of here, what would you be doing?

A: I used to work in car shop, fixing cars. I'm a certified mechanic. But when the war came up, if I stayed in Ethiopia, I'd have to join the Ethiopian Army no matter what. If I'm lucky, I might survive. If not, I might die. I'm really happy to be here. To have a chance to get some skills, see a different world, different people. This is my first outfit since I got dispatched from the union hall. I enjoy every minute, every second. I love to put my hands on. I have a really good crew because I don't know anything about rebar when I first got here, and they really help me to learn.

Q: I hear you get to work early.

A: When I get up at 4, I've got nothing to do. So instead of lying in bed, I like to come here and just be ready for the day, waiting for my boss to show. When Paul (the general foreman) gets here, he helps me about the blueprints, and we discuss what's going on for the day.

Q: You're only wearing a T-shirt and it's freezing! How do you stay warm?

A: Working your muscles, that keeps you warm. When it's cold, I like cutting with the torch. There's coffee. And I have another shirt over there.

Q: It's kind of high up here, and open. Are you ever afraid?

A: If you're scared of heights, you're not going to be an ironworker.

Q: Up here, can you sense how this same spot will look in the future?

A: When I see this thing done, and they put the concrete and everything, when the train is running, I'll be happy. I can say to my kids, I can tell anybody: I built this! I did something positive for my career, for this city. That's the thing that makes me most happy in my life.

Q: Has this job made you a different person?

A: Since becoming an ironworker, I'm getting stronger. I have food every day in my house. I pay my rent every time. I have a little sister and an auntie back home, and I'm sending them enough money so they can survive. I have a few kids I help in different parts of Africa in the Feed the Children program I saw on TV. On the weekends, I volunteer for Habitat for Humanity, painting, installing drywall, anything they need. I just love working. My nerves are attached to work. When I sit down, I feel tired. I'd rather do something.

Spokane Community College Apprenticeship: Energy and Environmental Design (LEED) Standards efforts:

(Source: Linda Poage, Manager of Apprenticeship, Spokane Community College, 509-533-7178)

On Friday, April 8th, Gov. Gregoire signed a landmark bill into law-the first of its kind in the country-that would require all public agency buildings bigger than 5,000 square feet to meet the U.S. Green Building Council's Leadership in Energy and Environmental Design (LEED) standards. This prompted a great article in the Spokesman Review regarding the training Spokane Community College started last fall.

The Apprenticeship Center has been training apprentices and journey-level workers on environmentally friendly building practices (green building). The program has received state funds which has enabled the apprentices to learn how to build to these standards that will be crucial for any company that bids on public projects.

About \$500 million worth of publicly funded projects are coming up in Eastern Washington. This includes new schools, new college buildings, and a new penitentiary in Walla Walla.

The following trades have been participating: Carpenters, Residential Carpenters, Bricklayers, Cement Masons, Electrical Workers, Ironworkers, Roofers, and Sheetmetal Workers. Along with the valuable training, each trade will receive materials and equipment to continue their training in the "green building" arena.